



Employer Costs for Employee Compensation Supplementary Tables December 2015

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Supplementary table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in goods-producing industries, by occupational group, December 2015

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	
All workers in goods-producing industries ¹	Cost per hour worked								
	\$38.18	\$25.31	\$12.87	\$2.47	\$1.49	\$3.55	\$2.11	\$3.25	
	Occupational group								
	Management, professional, and related	68.37	45.50	22.87	5.86	2.65	5.07	4.88	4.41
	Management, business, and financial	69.36	47.42	21.94	5.98	2.42	4.81	4.20	4.53
	Professional and related	67.43	43.68	23.75	5.75	2.87	5.31	5.53	4.29
	Sales and office	32.82	22.64	10.18	2.25	1.02	3.14	1.19	2.57
	Office and administrative support	28.67	19.46	9.21	1.83	0.91	3.04	1.11	2.31
	Natural resources, construction, and maintenance	35.99	23.99	12.00	1.49	1.19	3.22	2.25	3.86
	Construction, extraction, farming, fishing, and forestry ²	35.64	23.92	11.72	1.22	1.01	3.01	2.43	4.05
	Installation, maintenance, and repair	36.92	24.19	12.73	2.19	1.66	3.76	1.76	3.35
	Production, transportation, and material moving	27.89	18.10	9.79	1.69	1.30	3.24	1.03	2.52
	Production	27.94	18.15	9.79	1.75	1.32	3.23	1.02	2.46
	Transportation and material moving	27.68	17.86	9.82	1.41	1.22	3.31	1.06	2.83
	Percent of total compensation								
	100.0	66.3	33.7	6.5	3.9	9.3	5.5	8.5	
	Occupational group								
Management, professional, and related	100.0	66.6	33.4	8.6	3.9	7.4	7.1	6.4	
Management, business, and financial	100.0	68.4	31.6	8.6	3.5	6.9	6.1	6.5	
Professional and related	100.0	64.8	35.2	8.5	4.3	7.9	8.2	6.4	
Sales and office	100.0	69.0	31.0	6.9	3.1	9.6	3.6	7.8	
Office and administrative support	100.0	67.9	32.1	6.4	3.2	10.6	3.9	8.1	
Natural resources, construction, and maintenance	100.0	66.7	33.3	4.1	3.3	8.9	6.3	10.7	
Construction, extraction, farming, fishing, and forestry ²	100.0	67.1	32.9	3.4	2.8	8.4	6.8	11.4	
Installation, maintenance, and repair	100.0	65.5	34.5	5.9	4.5	10.2	4.8	9.1	
Production, transportation, and material moving	100.0	64.9	35.1	6.1	4.7	11.6	3.7	9.0	
Production	100.0	65.0	35.0	6.3	4.7	11.6	3.7	8.8	
Transportation and material moving	100.0	64.5	35.5	5.1	4.4	12.0	3.8	10.2	

¹ Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

² Farming, fishing, and forestry occupations were combined with construction and extraction occupational group as of December 2006.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in manufacturing industries, by occupational group, establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in manufacturing	Cost per hour worked									
	\$38.50	\$24.98	\$13.52	\$2.90	\$1.67	\$3.89	\$2.12	\$2.93		
	Occupational group									
	Management, professional, and related	70.20	45.90	24.30	6.29	2.77	5.45	5.42	4.37	
	Management, business, and financial	72.91	48.66	24.25	6.80	2.59	5.39	4.97	4.50	
	Professional and related	68.39	44.06	24.34	5.95	2.89	5.49	5.71	4.29	
	Sales and office	35.36	23.83	11.53	2.65	1.16	3.64	1.46	2.61	
	Office and administrative support	30.28	19.91	10.37	2.09	1.03	3.61	1.38	2.27	
	Natural resources, construction, and maintenance	38.98	24.11	14.86	2.73	2.08	4.56	2.31	3.18	
	Installation, maintenance, and repair	39.40	24.38	15.02	2.80	2.14	4.61	2.32	3.16	
	Production, transportation, and material moving	27.70	17.82	9.89	1.76	1.32	3.33	1.02	2.45	
	Production	27.86	17.97	9.89	1.79	1.34	3.30	1.03	2.43	
	Transportation and material moving	26.69	16.82	9.87	1.56	1.17	3.53	0.98	2.64	
	Establishment size									
	1-99 workers	30.12	21.04	9.08	1.91	0.97	2.69	0.88	2.64	
	1-49 workers	28.76	20.45	8.31	1.75	0.84	2.40	0.72	2.60	
	50-99 workers	32.55	22.09	10.47	2.19	1.20	3.20	1.15	2.72	
	100 workers or more	42.58	26.90	15.69	3.39	2.01	4.48	2.73	3.08	
	100-499 workers	36.65	24.00	12.65	2.79	1.50	3.96	1.54	2.87	
	500 workers or more	50.08	30.57	19.52	4.15	2.67	5.14	4.22	3.34	
	Bargaining status									
	Union	43.24	24.41	18.83	3.09	2.13	6.37	3.98	3.26	
	Nonunion	37.72	25.07	12.64	2.87	1.60	3.48	1.81	2.88	
	All workers in manufacturing	Percent of total compensation								
		100.0	64.9	35.1	7.5	4.3	10.1	5.5	7.6	
		Occupational group								
		Management, professional, and related	100.0	65.4	34.6	9.0	3.9	7.8	7.7	6.2
		Management, business, and financial	100.0	66.7	33.3	9.3	3.6	7.4	6.8	6.2
		Professional and related	100.0	64.4	35.6	8.7	4.2	8.0	8.4	6.3
		Sales and office	100.0	67.4	32.6	7.5	3.3	10.3	4.1	7.4
Office and administrative support		100.0	65.7	34.3	6.9	3.4	11.9	4.6	7.5	
Natural resources, construction, and maintenance		100.0	61.9	38.1	7.0	5.3	11.7	5.9	8.1	
Installation, maintenance, and repair		100.0	61.9	38.1	7.1	5.4	11.7	5.9	8.0	
Production, transportation, and material moving		100.0	64.3	35.7	6.3	4.8	12.0	3.7	8.9	
Production		100.0	64.5	35.5	6.4	4.8	11.8	3.7	8.7	
Transportation and material moving		100.0	63.0	37.0	5.9	4.4	13.2	3.7	9.9	
Establishment size										
1-99 workers		100.0	69.8	30.2	6.3	3.2	8.9	2.9	8.8	
1-49 workers		100.0	71.1	28.9	6.1	2.9	8.3	2.5	9.0	
50-99 workers		100.0	67.8	32.2	6.7	3.7	9.8	3.5	8.4	
100 workers or more		100.0	63.2	36.8	8.0	4.7	10.5	6.4	7.2	
100-499 workers		100.0	65.5	34.5	7.6	4.1	10.8	4.2	7.8	
500 workers or more		100.0	61.0	39.0	8.3	5.3	10.3	8.4	6.7	
Bargaining status										
Union		100.0	56.5	43.5	7.2	4.9	14.7	9.2	7.5	
Nonunion		100.0	66.5	33.5	7.6	4.2	9.2	4.8	7.6	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in service-providing industries, by occupational group, December 2015

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
All workers in service providing industries ¹	Cost per hour worked							
	\$30.39	\$21.50	\$8.90	\$2.12	\$0.97	\$2.34	\$1.08	\$2.39
Occupational group								
Management, professional, and related	54.22	37.83	16.39	4.52	2.21	3.85	2.19	3.62
Management, business, and financial	67.16	45.65	21.51	6.00	4.15	4.35	2.91	4.11
Professional and related	47.91	34.02	13.89	3.80	1.26	3.60	1.85	3.38
Sales and office	23.11	16.64	6.47	1.46	0.55	2.01	0.65	1.81
Sales and related	22.73	17.15	5.58	1.26	0.55	1.42	0.56	1.79
Office and administrative support	23.39	16.26	7.12	1.60	0.55	2.43	0.72	1.82
Service	14.81	11.25	3.55	0.57	0.24	0.90	0.26	1.58
Natural resources, construction, and maintenance	31.37	21.68	9.69	2.02	0.84	2.76	1.31	2.76
Installation, maintenance, and repair	31.51	21.72	9.79	2.06	0.89	2.82	1.29	2.73
Production, transportation, and material moving	26.02	17.35	8.67	1.51	0.74	2.59	1.24	2.59
Production	21.49	15.50	5.99	1.13	0.59	1.60	0.58	2.08
Transportation and material moving	27.42	17.92	9.50	1.63	0.78	2.89	1.45	2.75
All workers in service providing industries ¹	Percent of total compensation							
	100.0	70.7	29.3	7.0	3.2	7.7	3.6	7.9
Occupational group								
Management, professional, and related	100.0	69.8	30.2	8.3	4.1	7.1	4.0	6.7
Management, business, and financial	100.0	68.0	32.0	8.9	6.2	6.5	4.3	6.1
Professional and related	100.0	71.0	29.0	7.9	2.6	7.5	3.9	7.0
Sales and office	100.0	72.0	28.0	6.3	2.4	8.7	2.8	7.8
Sales and related	100.0	75.5	24.5	5.5	2.4	6.2	2.5	7.9
Office and administrative support	100.0	69.5	30.5	6.8	2.4	10.4	3.1	7.8
Service	100.0	76.0	24.0	3.9	1.6	6.1	1.7	10.7
Natural resources, construction, and maintenance	100.0	69.1	30.9	6.4	2.7	8.8	4.2	8.8
Installation, maintenance, and repair	100.0	68.9	31.1	6.5	2.8	8.9	4.1	8.7
Production, transportation, and material moving	100.0	66.7	33.3	5.8	2.8	10.0	4.8	9.9
Production	100.0	72.1	27.9	5.3	2.8	7.5	2.7	9.7
Transportation and material moving	100.0	65.3	34.7	6.0	2.8	10.6	5.3	10.0

¹ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in trade, transportation, and utilities industries, by occupational group, establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
	Cost per hour worked							
All workers in trade, transportation, and utilities	\$25.96	\$18.25	\$7.70	\$1.61	\$0.65	\$2.19	\$1.01	\$2.24
Occupational group								
Management, professional, and related	54.94	39.38	15.56	4.62	1.48	3.50	2.16	3.78
Management, business, and financial	61.35	43.89	17.46	5.24	1.89	3.82	2.42	4.09
Professional and related	46.81	33.66	13.14	3.84	0.96	3.10	1.85	3.40
Sales and office	19.21	14.27	4.94	0.99	0.36	1.46	0.49	1.63
Sales and related	18.39	14.08	4.30	0.86	0.31	1.18	0.38	1.57
Office and administrative support	20.86	14.65	6.21	1.25	0.48	2.02	0.71	1.75
Service	16.54	11.96	4.58	0.73	0.31	1.39	0.58	1.57
Natural resources, construction, and maintenance	32.32	22.03	10.29	2.08	0.99	2.71	1.66	2.85
Installation, maintenance, and repair	31.93	21.89	10.03	2.06	0.99	2.63	1.55	2.82
Production, transportation, and material moving	30.42	19.70	10.72	1.93	0.93	3.27	1.63	2.97
Transportation and material moving	31.11	19.99	11.12	1.98	0.93	3.40	1.74	3.06
Establishment size								
1-99 workers	23.29	17.15	6.14	1.28	0.50	1.64	0.63	2.10
1-49 workers	22.90	17.04	5.86	1.23	0.49	1.53	0.54	2.06
50-99 workers	24.44	17.45	6.99	1.40	0.54	1.96	0.88	2.20
100 workers or more	29.56	19.75	9.81	2.06	0.84	2.94	1.53	2.45
100-499 workers	23.84	16.45	7.39	1.50	0.56	2.26	0.99	2.06
500 workers or more	48.87	30.88	17.99	3.93	1.76	5.23	3.34	3.73
Bargaining status								
Union	42.07	24.88	17.19	3.17	1.23	5.86	3.48	3.45
Nonunion	23.58	17.28	6.30	1.38	0.56	1.65	0.65	2.07
	Percent of total compensation							
All workers in trade, transportation, and utilities	100.0	70.3	29.7	6.2	2.5	8.4	3.9	8.6
Occupational group								
Management, professional, and related	100.0	71.7	28.3	8.4	2.7	6.4	3.9	6.9
Management, business, and financial	100.0	71.5	28.5	8.5	3.1	6.2	3.9	6.7
Professional and related	100.0	71.9	28.1	8.2	2.1	6.6	3.9	7.3
Sales and office	100.0	74.3	25.7	5.1	1.9	7.6	2.5	8.5
Sales and related	100.0	76.6	23.4	4.7	1.7	6.4	2.1	8.6
Office and administrative support	100.0	70.2	29.8	6.0	2.3	9.7	3.4	8.4
Service	100.0	72.3	27.7	4.4	1.9	8.4	3.5	9.5
Natural resources, construction, and maintenance	100.0	68.2	31.8	6.5	3.1	8.4	5.1	8.8
Installation, maintenance, and repair	100.0	68.6	31.4	6.5	3.1	8.2	4.8	8.8
Production, transportation, and material moving	100.0	64.8	35.2	6.3	3.0	10.7	5.4	9.8
Transportation and material moving	100.0	64.3	35.7	6.4	3.0	10.9	5.6	9.8
Establishment size								
1-99 workers	100.0	73.6	26.4	5.5	2.2	7.0	2.7	9.0
1-49 workers	100.0	74.4	25.6	5.4	2.1	6.7	2.4	9.0
50-99 workers	100.0	71.4	28.6	5.7	2.2	8.0	3.6	9.0
100 workers or more	100.0	66.8	33.2	7.0	2.8	9.9	5.2	8.3
100-499 workers	100.0	69.0	31.0	6.3	2.4	9.5	4.2	8.7
500 workers or more	100.0	63.2	36.8	8.1	3.6	10.7	6.8	7.6
Bargaining status								
Union	100.0	59.1	40.9	7.5	2.9	13.9	8.3	8.2
Nonunion	100.0	73.3	26.7	5.8	2.4	7.0	2.7	8.8

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in wholesale trade industries, by occupational group and establishment size, December 2015

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
All workers in wholesale trade Occupational group Sales and office Office and administrative support Production, transportation, and material moving Transportation and material moving Establishment size 1-99 workers 1-49 workers 100 workers or more 100-499 workers	Cost per hour worked							
	\$34.95	\$24.74	\$10.21	\$2.52	\$1.04	\$2.80	\$1.10	\$2.75
	33.73	24.23	9.50	2.33	0.97	2.76	0.93	2.50
	24.48	17.04	7.44	1.65	0.88	2.41	0.57	1.93
	24.05	16.39	7.66	1.36	0.80	2.35	0.76	2.39
	24.68	16.58	8.11	1.37	0.88	2.49	0.90	2.47
All workers in wholesale trade Occupational group Sales and office Office and administrative support Production, transportation, and material moving Transportation and material moving Establishment size 1-99 workers 1-49 workers 100 workers or more 100-499 workers	Percent of total compensation							
	100.0	70.8	29.2	7.2	3.0	8.0	3.1	7.9
	100.0	71.8	28.2	6.9	2.9	8.2	2.8	7.4
	100.0	69.6	30.4	6.7	3.6	9.9	2.3	7.9
	100.0	68.2	31.8	5.6	3.3	9.8	3.2	9.9
	100.0	67.2	32.8	5.6	3.5	10.1	3.6	10.0

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in retail trade industries, by occupational group, establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits		
All workers in retail trade	Cost per hour worked									
	\$17.95	\$13.63	\$4.33	\$0.84	\$0.30	\$1.20	\$0.38	\$1.61		
	Occupational group									
	Sales and office	15.84	12.13	3.70	0.67	0.23	1.08	0.32	1.41	
	Sales and related	15.55	12.08	3.47	0.61	0.22	0.97	0.27	1.40	
	Office and administrative support	16.73	12.31	4.42	0.83	0.26	1.42	0.47	1.43	
	Production, transportation, and material moving	16.58	12.07	4.51	0.68	0.28	1.32	0.37	1.86	
	Transportation and material moving	15.93	11.56	4.37	0.62	0.27	1.26	0.37	1.85	
	Establishment size									
	1-99 workers	17.39	13.54	3.85	0.74	0.27	0.96	0.29	1.60	
	1-49 workers	17.04	13.42	3.62	0.71	0.26	0.84	0.23	1.58	
	50-99 workers	18.46	13.90	4.56	0.82	0.28	1.32	0.47	1.67	
	100 workers or more	18.83	13.76	5.07	1.01	0.34	1.58	0.54	1.61	
	100-499 workers	18.34	13.32	5.02	0.97	0.35	1.59	0.53	1.59	
	Bargaining status									
	Union	20.97	12.69	8.27	1.20	0.31	3.54	1.33	1.91	
	Nonunion	17.71	13.70	4.01	0.81	0.29	1.01	0.31	1.58	
	All workers in retail trade	Percent of total compensation								
		100.0	75.9	24.1	4.7	1.6	6.7	2.1	8.9	
		Occupational group								
		Sales and office	100.0	76.6	23.4	4.2	1.5	6.8	2.0	8.9
		Sales and related	100.0	77.7	22.3	3.9	1.4	6.2	1.7	9.0
		Office and administrative support	100.0	73.6	26.4	5.0	1.5	8.5	2.8	8.6
		Production, transportation, and material moving	100.0	72.8	27.2	4.1	1.7	7.9	2.2	11.2
		Transportation and material moving	100.0	72.6	27.4	3.9	1.7	7.9	2.3	11.6
		Establishment size								
1-99 workers		100.0	77.9	22.1	4.2	1.5	5.5	1.6	9.2	
1-49 workers		100.0	78.8	21.2	4.2	1.5	4.9	1.3	9.3	
50-99 workers		100.0	75.3	24.7	4.4	1.5	7.2	2.5	9.1	
100 workers or more		100.0	73.1	26.9	5.3	1.8	8.4	2.8	8.6	
100-499 workers		100.0	72.6	27.4	5.3	1.9	8.7	2.9	8.7	
Bargaining status										
Union		100.0	60.5	39.5	5.7	1.5	16.9	6.3	9.1	
Nonunion		100.0	77.4	22.6	4.6	1.7	5.7	1.7	8.9	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in transportation and warehousing industries, by establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits	
All workers in transportation and warehousing	Cost per hour worked								
	\$37.85	\$24.04	\$13.82	\$2.67	\$1.16	\$4.22	\$2.30	\$3.48	
	Establishment size								
	1-99 workers	28.63	19.28	9.35	1.58	0.55	2.88	1.24	3.09
	1-49 workers	27.49	18.80	8.70	1.40	0.44	2.78	1.02	3.05
	100 workers or more	44.01	27.21	16.80	3.39	1.56	5.11	3.01	3.74
	100-499 workers	30.81	19.46	11.35	2.05	0.93	3.53	1.76	3.08
	Bargaining status								
	Union	55.31	32.68	22.63	4.47	1.76	7.31	4.63	4.48
	Nonunion	29.36	19.83	9.53	1.79	0.86	2.71	1.17	2.99
	Percent of total compensation								
	100.0	63.5	36.5	7.0	3.1	11.1	6.1	9.2	
	Establishment size								
1-99 workers	100.0	67.3	32.7	5.5	1.9	10.1	4.3	10.8	
1-49 workers	100.0	68.4	31.6	5.1	1.6	10.1	3.7	11.1	
100 workers or more	100.0	61.8	38.2	7.7	3.5	11.6	6.8	8.5	
100-499 workers	100.0	63.2	36.8	6.7	3.0	11.5	5.7	10.0	
Bargaining status									
Union	100.0	59.1	40.9	8.1	3.2	13.2	8.4	8.1	
Nonunion	100.0	67.5	32.5	6.1	2.9	9.2	4.0	10.2	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in information industries, by occupational group and establishment size, December 2015

Series	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits	
All workers in information	Cost per hour worked								
	\$53.09	\$34.64	\$18.45	\$4.87	\$2.32	\$5.18	\$2.54	\$3.53	
	Occupational group								
	Management, professional, and related	65.33	43.14	22.18	6.29	3.17	5.55	2.98	4.19
	Professional and related	58.96	39.03	19.94	5.53	2.50	5.27	2.72	3.92
	Sales and office	37.23	24.21	13.02	3.06	1.30	4.50	1.57	2.59
	Establishment size								
	1-99 workers	46.01	30.72	15.29	4.07	1.60	4.40	2.00	3.23
	100 workers or more	57.64	37.15	20.49	5.39	2.79	5.68	2.89	3.73
	100-499 workers	55.50	35.70	19.80	5.02	2.69	5.58	2.83	3.68
	500 workers or more	60.44	39.06	21.38	5.88	2.92	5.82	2.97	3.79
	Percent of total compensation								
	100.0	65.2	34.8	9.2	4.4	9.8	4.8	6.7	
	Occupational group								
	Management, professional, and related	100.0	66.0	34.0	9.6	4.8	8.5	4.6	6.4
Professional and related	100.0	66.2	33.8	9.4	4.2	8.9	4.6	6.6	
Sales and office	100.0	65.0	35.0	8.2	3.5	12.1	4.2	6.9	
Establishment size									
1-99 workers	100.0	66.8	33.2	8.8	3.5	9.6	4.4	7.0	
100 workers or more	100.0	64.5	35.5	9.3	4.8	9.9	5.0	6.5	
100-499 workers	100.0	64.3	35.7	9.0	4.8	10.1	5.1	6.6	
500 workers or more	100.0	64.6	35.4	9.7	4.8	9.6	4.9	6.3	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in financial activities industries, by occupational group and establishment size, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in financial activities	Cost per hour worked									
	\$43.87	\$29.76	\$14.11	\$3.78	\$2.03	\$3.74	\$1.69	\$2.87		
	Occupational group									
	Management, professional, and related	66.06	45.01	21.05	6.21	3.24	4.76	2.80	4.05	
	Management, business, and financial	66.85	45.86	20.99	6.22	3.32	4.64	2.76	4.04	
	Professional and related	63.13	41.83	21.31	6.16	2.94	5.18	2.95	4.08	
	Sales and office	31.59	21.26	10.33	2.49	1.43	3.22	1.06	2.13	
	Sales and related	46.95	32.80	14.15	3.84	2.96	2.93	1.58	2.85	
	Office and administrative support	27.11	17.90	9.21	2.10	0.98	3.30	0.91	1.92	
	Establishment size									
	1-99 workers	37.18	26.34	10.84	2.90	1.32	3.03	1.02	2.56	
	1-49 workers	34.79	24.66	10.13	2.61	1.21	2.93	0.90	2.48	
	100 workers or more	53.14	34.49	18.65	5.01	3.02	4.71	2.61	3.30	
	100-499 workers	48.96	32.82	16.14	4.61	2.02	4.32	2.08	3.11	
	500 workers or more	56.50	35.84	20.66	5.33	3.82	5.03	3.03	3.45	
	All workers in financial activities	Percent of total compensation								
		100.0	67.8	32.2	8.6	4.6	8.5	3.8	6.5	
		Occupational group								
		Management, professional, and related	100.0	68.1	31.9	9.4	4.9	7.2	4.2	6.1
		Management, business, and financial	100.0	68.6	31.4	9.3	5.0	6.9	4.1	6.0
Professional and related		100.0	66.3	33.7	9.8	4.7	8.2	4.7	6.5	
Sales and office		100.0	67.3	32.7	7.9	4.5	10.2	3.4	6.7	
Sales and related		100.0	69.9	30.1	8.2	6.3	6.2	3.4	6.1	
Office and administrative support		100.0	66.0	34.0	7.7	3.6	12.2	3.4	7.1	
Establishment size										
1-99 workers		100.0	70.9	29.1	7.8	3.6	8.2	2.8	6.9	
1-49 workers		100.0	70.9	29.1	7.5	3.5	8.4	2.6	7.1	
100 workers or more		100.0	64.9	35.1	9.4	5.7	8.9	4.9	6.2	
100-499 workers		100.0	67.0	33.0	9.4	4.1	8.8	4.2	6.4	
500 workers or more		100.0	63.4	36.6	9.4	6.8	8.9	5.4	6.1	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in professional and business services industries, by occupational group and establishment size, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in professional and business services	Cost per hour worked									
	\$39.40	\$28.16	\$11.24	\$2.76	\$1.95	\$2.32	\$1.30	\$2.91		
	Occupational group									
	Management, professional, and related	62.19	43.41	18.78	4.86	3.93	3.57	2.42	4.00	
	Management, business, and financial	75.36	49.88	25.48	6.24	7.51	4.12	3.26	4.35	
	Professional and related	54.03	39.40	14.63	4.00	1.72	3.23	1.89	3.78	
	Sales and office	27.15	20.12	7.04	1.73	0.59	1.94	0.70	2.07	
	Office and administrative support	23.44	17.05	6.39	1.50	0.55	1.93	0.55	1.87	
	Service	15.49	12.06	3.43	0.53	0.26	0.45	0.13	2.07	
	Production, transportation, and material moving	17.48	13.32	4.15	0.66	0.38	0.96	0.22	1.93	
	Transportation and material moving	17.73	13.31	4.42	0.63	0.35	1.14	0.24	2.05	
	Establishment size									
	1-99 workers	38.13	27.38	10.76	2.43	2.48	2.02	0.93	2.90	
	1-49 workers	38.75	27.64	11.11	2.31	3.09	1.95	0.83	2.92	
	50-99 workers	36.23	26.55	9.68	2.78	0.59	2.26	1.23	2.82	
	100 workers or more	40.76	29.01	11.76	3.13	1.38	2.63	1.70	2.92	
	100-499 workers	41.83	30.23	11.61	3.09	1.47	2.47	1.57	3.01	
	500 workers or more	38.89	26.88	12.01	3.20	1.23	2.92	1.91	2.75	
	All workers in professional and business services	Percent of total compensation								
		100.0	71.5	28.5	7.0	5.0	5.9	3.3	7.4	
		Occupational group								
		Management, professional, and related	100.0	69.8	30.2	7.8	6.3	5.7	3.9	6.4
		Management, business, and financial	100.0	66.2	33.8	8.3	10.0	5.5	4.3	5.8
		Professional and related	100.0	72.9	27.1	7.4	3.2	6.0	3.5	7.0
		Sales and office	100.0	74.1	25.9	6.4	2.2	7.2	2.6	7.6
		Office and administrative support	100.0	72.7	27.3	6.4	2.3	8.2	2.3	8.0
		Service	100.0	77.8	22.2	3.4	1.7	2.9	0.9	13.3
Production, transportation, and material moving		100.0	76.2	23.8	3.8	2.2	5.5	1.3	11.0	
Transportation and material moving		100.0	75.1	24.9	3.5	2.0	6.5	1.4	11.6	
Establishment size										
1-99 workers		100.0	71.8	28.2	6.4	6.5	5.3	2.4	7.6	
1-49 workers		100.0	71.3	28.7	6.0	8.0	5.0	2.1	7.5	
50-99 workers		100.0	73.3	26.7	7.7	1.6	6.2	3.4	7.8	
100 workers or more		100.0	71.2	28.8	7.7	3.4	6.5	4.2	7.2	
100-499 workers		100.0	72.3	27.7	7.4	3.5	5.9	3.8	7.2	
500 workers or more		100.0	69.1	30.9	8.2	3.2	7.5	4.9	7.1	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in education and health services industries, by occupational group, establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in education and health services	Cost per hour worked									
	\$32.83	\$23.15	\$9.68	\$2.54	\$0.64	\$2.85	\$1.17	\$2.47		
	Occupational group									
	Management, professional, and related	44.66	31.49	13.17	3.67	0.87	3.67	1.80	3.16	
	Management, business, and financial	54.30	37.34	16.96	5.71	0.67	4.27	2.71	3.60	
	Professional and related	43.61	30.85	12.76	3.44	0.90	3.61	1.70	3.11	
	Sales and office	23.15	15.96	7.19	1.75	0.32	2.71	0.66	1.75	
	Office and administrative support	23.35	16.08	7.27	1.77	0.33	2.75	0.67	1.76	
	Service	18.56	13.31	5.25	1.12	0.44	1.59	0.39	1.71	
	Establishment size									
	1-99 workers	27.24	20.31	6.93	1.77	0.35	1.92	0.70	2.20	
	1-49 workers	27.37	20.47	6.90	1.82	0.33	1.88	0.67	2.20	
	50-99 workers	26.92	19.90	7.02	1.63	0.40	2.01	0.78	2.20	
	100 workers or more	36.87	25.20	11.67	3.11	0.85	3.53	1.50	2.67	
	100-499 workers	29.68	20.96	8.72	2.29	0.51	2.69	0.91	2.31	
	500 workers or more	44.05	29.44	14.61	3.92	1.20	4.37	2.09	3.03	
	Bargaining status									
	Union	48.37	29.85	18.52	4.33	1.35	6.56	2.92	3.36	
	Nonunion	31.63	22.63	9.00	2.41	0.59	2.57	1.03	2.40	
	All workers in education and health services	Percent of total compensation								
		100.0	70.5	29.5	7.8	2.0	8.7	3.5	7.5	
		Occupational group								
		Management, professional, and related	100.0	70.5	29.5	8.2	2.0	8.2	4.0	7.1
		Management, business, and financial	100.0	68.8	31.2	10.5	1.2	7.9	5.0	6.6
		Professional and related	100.0	70.7	29.3	7.9	2.1	8.3	3.9	7.1
		Sales and office	100.0	68.9	31.1	7.5	1.4	11.7	2.8	7.6
		Office and administrative support	100.0	68.9	31.1	7.6	1.4	11.8	2.9	7.6
Service		100.0	71.7	28.3	6.0	2.3	8.6	2.1	9.2	
Establishment size										
1-99 workers		100.0	74.6	25.4	6.5	1.3	7.0	2.6	8.1	
1-49 workers		100.0	74.8	25.2	6.7	1.2	6.9	2.4	8.0	
50-99 workers		100.0	73.9	26.1	6.1	1.5	7.5	2.9	8.2	
100 workers or more		100.0	68.4	31.6	8.4	2.3	9.6	4.1	7.2	
100-499 workers		100.0	70.6	29.4	7.7	1.7	9.1	3.1	7.8	
500 workers or more		100.0	66.8	33.2	8.9	2.7	9.9	4.8	6.9	
Bargaining status										
Union		100.0	61.7	38.3	9.0	2.8	13.6	6.0	6.9	
Nonunion		100.0	71.6	28.4	7.6	1.9	8.1	3.3	7.6	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in educational services industries, by occupational group and establishment size, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in educational services	Cost per hour worked									
	\$43.43	\$31.34	\$12.09	\$3.14	\$0.25	\$3.63	\$1.98	\$3.09		
	Occupational group									
	Management, professional, and related	48.44	35.36	13.08	3.42	0.26	3.78	2.21	3.42	
	Management, business, and financial	62.06	42.76	19.30	6.91	0.48	4.61	3.27	4.03	
	Professional and related	46.00	34.04	11.97	2.79	0.22	3.64	2.02	3.31	
	Sales and office	28.62	19.29	9.33	2.49	0.14	3.30	1.33	2.06	
	Office and administrative support	28.81	19.38	9.43	2.52	0.14	3.35	1.34	2.07	
	Service	23.25	15.63	7.62	1.74	0.24	2.75	1.04	1.85	
	Establishment size									
	1-99 workers	32.50	24.51	7.99	1.76	0.13	2.52	1.03	2.54	
	100 workers or more	48.64	34.59	14.05	3.80	0.30	4.15	2.44	3.36	
	100-499 workers	42.04	30.70	11.34	3.02	0.22	3.22	1.71	3.17	
	500 workers or more	52.61	36.93	15.68	4.27	0.35	4.71	2.87	3.47	
	All workers in educational services	Percent of total compensation								
		100.0	72.2	27.8	7.2	0.6	8.3	4.6	7.1	
		Occupational group								
		Management, professional, and related	100.0	73.0	27.0	7.1	0.5	7.8	4.6	7.1
		Management, business, and financial	100.0	68.9	31.1	11.1	0.8	7.4	5.3	6.5
		Professional and related	100.0	74.0	26.0	6.1	0.5	7.9	4.4	7.2
Sales and office		100.0	67.4	32.6	8.7	0.5	11.5	4.7	7.2	
Office and administrative support		100.0	67.3	32.7	8.8	0.5	11.6	4.7	7.2	
Service		100.0	67.2	32.8	7.5	1.1	11.8	4.5	8.0	
Establishment size										
1-99 workers		100.0	75.4	24.6	5.4	0.4	7.8	3.2	7.8	
100 workers or more		100.0	71.1	28.9	7.8	0.6	8.5	5.0	6.9	
100-499 workers		100.0	73.0	27.0	7.2	0.5	7.7	4.1	7.5	
500 workers or more		100.0	70.2	29.8	8.1	0.7	9.0	5.5	6.6	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in health care and social assistance industries, by occupational group, establishment size and bargaining status, December 2015

Series	Total compensation	Wages and salaries	Benefit costs							
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits		
All workers in health care and social assistance	Cost per hour worked									
	\$31.10	\$21.81	\$9.28	\$2.45	\$0.71	\$2.73	\$1.03	\$2.37		
	Occupational group									
	Management, professional, and related	43.67	30.47	13.20	3.73	1.04	3.65	1.69	3.09	
	Professional and related	43.03	30.08	12.95	3.60	1.06	3.60	1.62	3.06	
	Sales and office	22.35	15.47	6.88	1.64	0.35	2.63	0.56	1.71	
	Office and administrative support	22.58	15.61	6.97	1.66	0.35	2.66	0.57	1.72	
	Service	18.40	13.23	5.17	1.10	0.44	1.55	0.37	1.70	
	Establishment size									
	1-99 workers	26.61	19.81	6.80	1.77	0.38	1.84	0.66	2.16	
	1-49 workers	27.20	20.27	6.93	1.85	0.35	1.89	0.66	2.18	
	50-99 workers	25.02	18.56	6.46	1.55	0.43	1.74	0.64	2.10	
	100 workers or more	34.57	23.36	11.20	2.97	0.96	3.41	1.32	2.53	
	100-499 workers	27.94	19.59	8.35	2.19	0.55	2.62	0.80	2.19	
	500 workers or more	41.85	27.51	14.34	3.83	1.42	4.28	1.89	2.92	
	Bargaining status									
	Union	47.28	28.87	18.41	4.45	1.44	6.42	2.80	3.30	
	Nonunion	29.77	21.23	8.54	2.28	0.65	2.43	0.89	2.29	
	All workers in health care and social assistance	Percent of total compensation								
		100.0	70.1	29.9	7.9	2.3	8.8	3.3	7.6	
		Occupational group								
		Management, professional, and related	100.0	69.8	30.2	8.5	2.4	8.3	3.9	7.1
		Professional and related	100.0	69.9	30.1	8.4	2.5	8.4	3.8	7.1
		Sales and office	100.0	69.2	30.8	7.3	1.6	11.8	2.5	7.6
		Office and administrative support	100.0	69.1	30.9	7.4	1.6	11.8	2.5	7.6
		Service	100.0	71.9	28.1	6.0	2.4	8.4	2.0	9.2
		Establishment size								
1-99 workers		100.0	74.4	25.6	6.6	1.4	6.9	2.5	8.1	
1-49 workers		100.0	74.5	25.5	6.8	1.3	6.9	2.4	8.0	
50-99 workers		100.0	74.2	25.8	6.2	1.7	6.9	2.6	8.4	
100 workers or more		100.0	67.6	32.4	8.6	2.8	9.9	3.8	7.3	
100-499 workers		100.0	70.1	29.9	7.8	2.0	9.4	2.9	7.8	
500 workers or more		100.0	65.7	34.3	9.2	3.4	10.2	4.5	7.0	
Bargaining status										
Union		100.0	61.1	38.9	9.4	3.1	13.6	5.9	7.0	
Nonunion		100.0	71.3	28.7	7.7	2.2	8.1	3.0	7.7	

Note: The sum of individual items may not equal totals due to rounding.

Supplementary table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers in leisure and hospitality industries, by occupational group and establishment size, December 2015

Series	Total compensation	Wages and salaries	Benefit costs					
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
All workers in leisure and hospitality Occupational group Sales and office Service Establishment size 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more	Cost per hour worked							
	\$13.77	\$10.72	\$3.05	\$0.43	\$0.15	\$0.76	\$0.23	\$1.47
All workers in leisure and hospitality Occupational group Sales and office Service Establishment size 1-99 workers 1-49 workers 50-99 workers 100 workers or more 100-499 workers 500 workers or more	Percent of total compensation							
	100.0	77.9	22.1	3.1	1.1	5.6	1.7	10.7

Note: The sum of individual items may not equal totals due to rounding.